

Summary of Benefits

Non-Represented

Medical/Dental/Vision Insurance

- ◆ Employees are offered a choice of medical/vision coverage through either Group Health Cooperative or the City's self-insured plan. A Preferred Provider Option is available through the self-insured plan.
- ◆ The dental insurance plan covers services such as regular checkups, x-rays, fillings and crowns to an annual maximum of \$1,600. Orthodontia coverage is also provided.
- ◆ New employee contribution amounts are based on the coverage elected, as shown in the following table:

New Employee Coverage	Group Health	Self – Insured
Employee	\$145.59	\$46.00
Employee and Spouse	\$437.11	\$62.29
Employee and Child	\$257.02	\$46.23
Employee and 2+ Children	\$402.26	\$61.23
Employee, Spouse and Child	\$567.08	\$81.08
Employee, Spouse and 2+ Children	\$712.30	\$96.09

Life Insurance

- ◆ Basic life insurance is provided to each employee equal to their annual salary, up to \$50,000. Each eligible dependent is also provided with a \$1,000 policy. There is no cost to the employee.
- ◆ Supplemental insurance is available for employees and their dependents at group rates.

Long Term Disability Protection

- ◆ Many employees are provided with a long term disability policy up to the equivalent of 60% of their salary.

Retirement Plan

- ◆ Employees are enrolled in the State of Washington Department of Retirement Systems Plan (PERS).
- ◆ Both the employee and employer contribute to the plan.

Deferred Compensation Program

- ◆ The City offers two programs, The Hartford and ICMA, as a vehicle in which employees may set aside a percentage of their earnings on a tax-deferred basis for retirement purposes.
- ◆ The City contributes 2% percent on the employee's behalf to the program of his/her choice.

Flexible Benefits

- ◆ The Flexible Spending Account (FSA) allows employees to set aside funds on a pre-tax basis for reimbursement of dependent care or healthcare expenses.

Vacation

- ◆ Employees accrue vacation beginning with the first day of employment as follows: 12 days per year (0-5 years); 18 days per year (6-10 years); 21 days per year (11-15 years); 24 days per year (16-20 years); and 27 days per year (21+ years).
- ◆ Vacation hours accrue each pay period and employees may access their vacation after six months of employment.

Sick Leave

- ◆ Upon employment, the employee receives a sick leave bank of 24 hours, with an additional 24 hours awarded after three months.
- ◆ Thereafter, sick leave accrues at the rate of four hours each pay period.

Management Leave

- ◆ All non-represented employees that are non-overtime eligible shall be given a management leave bank of non-accruable leave in the following amounts:
 - 56 hours for Administrators, Deputy Administrators, Directors, and the City Clerk;
 - 40 hours for Managers, Analysts, and Others.
- ◆ Non-accruable management leave is to be used within the calendar year that it is credited to employee's leave bank.
- ◆ Management leave may not be rolled over from one year to the next.

Employee Assistance Program

- ◆ A confidential counseling assessment and referral service is available without cost to employees and family members for help with personal, family or job-related problems.

Paydays

- ◆ The City of Renton pays employees on the 10th and the 25th of each month (24 pay periods each year).

Holidays

- ◆ The City recognizes ten holidays and offers two "personal" holidays each calendar year for most employees, unless otherwise specified in a labor contract.

Hours of Work

- ◆ Flexible work schedules are available in many departments.

Transportation

- ◆ Unlimited free rides on various bus systems as well as various carpool and rideshare options are available for City employees.